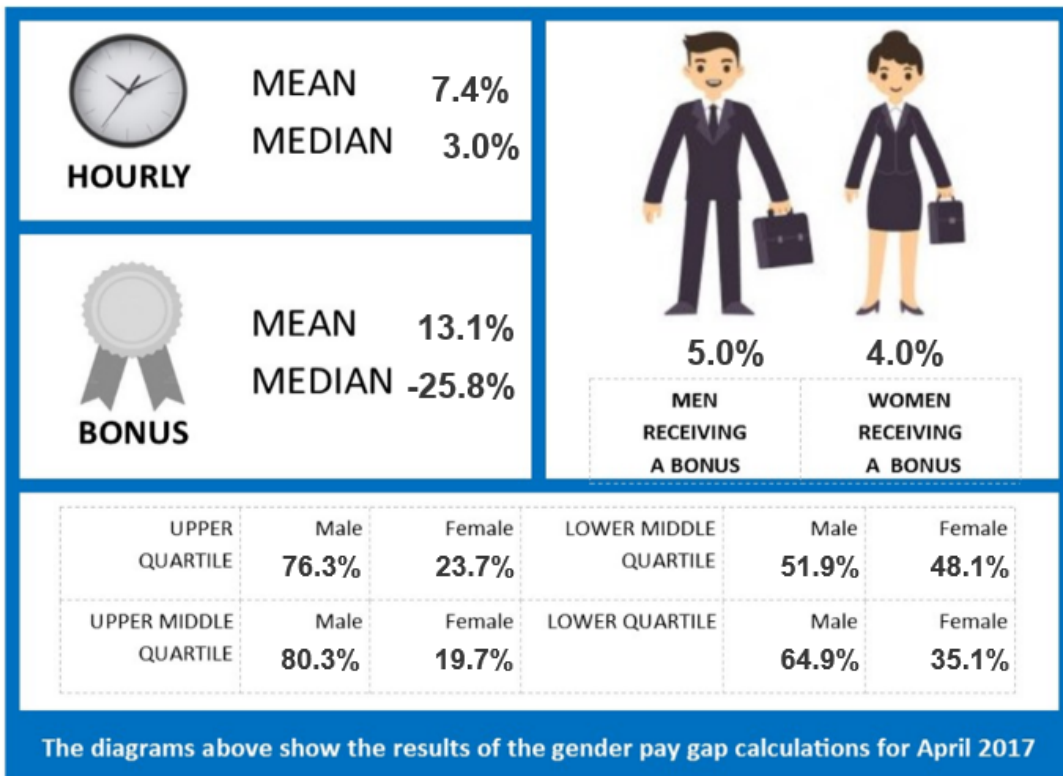


## Suffolk Coastal Services



The gender pay gap is not the same as equal pay. Equal pay ensures that men and women doing the same jobs are paid the same. The gender pay gap shows the difference in the average pay of men and women in the entire workforce.

Analysis shows that the gender pay gap at 7.4% mean and 3.0% median is significantly less than the national average (18%). However, the gap is too high and action will be taken to reduce this over 3-5 years.

The workforce is predominantly male in line with the industry norm. We are attempting to redress this imbalance by reviewing recruitment strategies to try to encourage more female applicants. The graduate recruitment is beginning to attract more female candidates and our mentoring and coaching programme's should ensure we retain this talent.

Whilst women get more bonus at the median point, men receive more at the mean point.

The bonus system is under review.